



DEPARTMENT OF THE NAVY
COMMANDER NAVY REGION SOUTHWEST
937 N. HARBOR DR.
SAN DIEGO, CA 92132-0058

IN REPLY REFER TO:
COMNAVREGSWINST 12720.1

23 NOV 2005

PEOPLE WITH DISABILITIES AND DISABLED VETERAN PROGRAM POLICY

As the Equal Employment Opportunity Officer for Navy Region Southwest, I reaffirm the Department of the Navy's policy on employment of disabled veterans and qualified personnel who have a physical or mental disability. Disabled veterans and other disabled persons display the same high levels of motivation, productivity and dependability as all others and are an important resource. These employees display the same talents and skills needed to ensure that the mission of the Department of the Navy is met.

Navy Region Southwest shall actively recruit, train and retain all personnel in a nondiscriminatory environment. I encourage initiative and personal leadership to explore increased recruitment, employment, career development and promotion opportunities for disabled veterans and disabled individuals. Reasonable accommodations for qualified individuals who have a disability shall be made as funding is available. Accommodations shall include removal or lessening of architectural barriers; restructuring work sites; restructuring jobs and purchasing or modifying existing equipment. Navy Region Southwest is a model employer of disabled veterans and individuals with disabling condition(s).


L. R. HERING